

NIH CLINICAL CENTER NURSING & PATIENT CARE SERVICES
CRN POC COMPETENCY VALIDATION

Name: _____ Manager or Designee: _____
 Work Area: _____ Primary Preceptor: _____
 Hire Date: _____ Competency Date: Met _____ Not Met: _____

Reason for validation: ☐ Orientation ☐ Re-validation ☐ PI Follow-up ☐ Other _____

Key: 1 = No knowledge/No experience 3 = Knowledge/Done with assistance **Circle method used for validation:** D = Demonstration DR = Documentation Review V = Verbalization
 2 = Knowledge/No experience 4 = Knowledge/Done independently T = Test/Quiz O = Other (specify)

Competency: End of Life Care – Provides end of life care consistent with patient's wishes.

Behavioral Indicators	Self Evaluation				Assessment Method	Validator's Signature/Date		Learning Resources	Comments
						Met	Not Met*		
1. Recognizes one's own attitudes, feelings, values and expectations about death and dying.	1	2	3	4	V			NPCS Orientation	
2. Maintains effective communication to foster patient's decision-making, in regard to advance care planning and Advance Directives.	1	2	3	4	D, DR, V			Unit Orientation Clinical Center Bioethics Grand Rounds	
3. Advocates for patient's wishes as known by advance care planning/ Advance Directives.	1	2	3	4	D, DR,			Advance Directives training	
4. Collaborates with interdisciplinary team to identify end-of-life care goals and reduce potential conflicts.	1	2	3	4	D, DR, V			Bereavement Pathway <u>MAS:</u> Advance Directives (M92-7)	
5. Assesses physical, and psychological, symptoms: <ul style="list-style-type: none"> • Pain • Depression/Anxiety • Breathlessness • Nausea/Vomiting • Constipation • Fatigue/Weakness • Aphagia • Neurological Changes 	1	2	3	4	D, DR, V			Do Not Resuscitate (DNR) Orders and Limited Treatment Orders (M91-7) Pain & Palliative Care Service Social Work Service Spiritual Ministries Service	
6. Collaborates with interdisciplinary team to lessen suffering, pain and spiritual distress.	1	2	3	4	D, DR			Experience with preceptor	
7. Assists patient, family, colleagues, and one's self to cope with suffering, grief, loss, and bereavement.	1	2	3	4	D, V				

Action Plan for Competency Achievement

Targeted Areas for Improvement (Behavioral Indicators):

Educational Activities/Resources Provided:

“Hands on” practice planned with preceptor, unit educator, CNS, nurse manager:

Re-evaluation date: _____

By: _____

- ☐ Competency Met
- ☐ Competency Not Met

Next Step: _____